

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
JANUARY 2014



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries	331												331
Number of Complaints Drafted	96												96
% of inquiries drafted	29%												29%
Employment	64												64
Housing (Real Estate)	18												18
Public Accommodation	9												9
Credit	0												0
Education	5												5
Unknown	0												0
Number of Complaints Formalized	75												75
Employment	55												55
Transferred from EEOC*	5												5
Housing (Real Estate)	8												8
Transferred from HUD**	3												3
Public Accommodation	8												8
Credit	0												0
Education	4												4

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries by Region	331												331
Region 1	34												34
Region 2	29												29
Region 3	20												20
Region 4	12												12
Region 5	131												131
Region 6	28												28
Region 7	14												14
Region 8	30												30
Region 9	21												21
Unknown/Out of State	12												12

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
% of Aged Cases by Area													
Employment	8%												8%
Housing (Real Estate)	0%												0%
Public Accommodation	8%												8%
Credit	0%												0%
Education	6%												6%
Open Cases by Area													
Employment	567												567
Housing (Real Estate)	48												48
Public Accommodation	96												96
Credit	0												0
Education	38												38

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Number of Cases Closed	61												61
Employment	35												35
Housing (Real Estate)	16												16
Public Accommodation	6												6
Education	4												4
Credit	0												0
Type of Closure													
NPC	31												31
CWS	17												17
CW	4												4
AD	3												3
FO	6												6

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Probable/Reasonable Cause Findings	1												1
Employment	1												1
Housing (Real Estate)	0												0
Public Accommodation	0												0
Education	0												0
Credit	0												0
Active Cases													
Employment	33												
Housing (Real Estate)	12												
Public Accommodation	7												
Education	4												
Credit	0												
Average Age of Cases since NOF*	525												

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Blackburn, C. v. Lebanon Moose Lodge is an employment case based on race. Complainant alleged that she was terminated when Respondent discovered her fiancé was of another race.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Higgins, B. v. Wal-Mart is an employment case based on religion. Complainant alleged that Respondent would not grant his religious accommodation. The case was withdrawn.

Dozier, S. v. R Brown and Associates is an employment case based on sex. Complainant alleged that she was sexually harassed and terminated. The case was closed in favor of the Complainant. The case was closed in favor of the Complainant.

Fasquelle, R. v. Granite Management is a housing case based on disability. Complainant alleged that he was denied a reasonable accommodation. The parties elected to go to court.

Jackson, S. v. Dan Estes is a housing case based on disability. Complainant alleged that she was denied a reasonable accommodation. The parties elected to go to court. The parties elected to go to court.

Moore, J. v. Creekside Mobile Home is a housing case based on disability. Complainant alleged that he was denied a reasonable accommodation. The case was closed with a settlement.

Long, U. v. Cricket Transport is an employment case based on race. Complainant alleged he was terminated because of his race. The case was closed in favor of the Respondent.

Shafer, A. v. Illusions and XLT is an employment case based on disability. Complainant alleged she quit due to a hostile environment. The case was closed with a settlement.

Articles of Interest:

ICRC, Governor's office to host Black History Month Celebration (1/31/2014, ICRC Newsroom)

<http://www.in.gov/icrc/2764.htm>

House targets discrimination against veterans (1/30/2014, NUVO.net)

<http://www.nuvo.net/indianapolis/house-targets-discrimination-against-veterans/Content?oid=2758039#.UuutzU13tHg>

Hammond, Ind. and Hammond Housing Authority settle discrimination complaint (1/30/2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo.14-008

Women celebrate gains at Statehouse, seek clear path for more (1/30/2014, WIBC-FM)

<http://www.wibc.com/news/story.aspx?ID=2117472>

Locations for the 2014 Statewide Continuing Legal Education Program announced (1/29/2014, ICRC Newsroom)

<http://www.in.gov/icrc/2763.htm>

Wal-Mart to pay \$87,500 to settle EEOC suit for unlawful retaliation (1/27/2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/1-27-14a.cfm>

ICRC to host Equal Employment seminar in Jeffersonville Feb. 21st (January 24, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2762.htm>

Women's Day at the Statehouse to be held Wednesday, January 29th (January 23, 2014, ICW Newsroom)

<http://www.in.gov/icw/2525.htm>

Committee passes bill to protect veterans in hiring (January 22, 2014, Indianapolis Business Journal)

<http://www.ibj.com/committee-passes-bill-to-protect-veterans-in-hiring/PARAMS/article/45701>

Five-day blitz to rebuild Gary neighborhood (January 21, 2014, Northwest Indiana Times)

http://www.nwitimes.com/business/local/five-day-blitz-to-rebuild-gary-neighborhood/article_97b574fc-d15f-51ac-91cc-0665b2290391.html

FCIS student receives prestigious award from Gov. Mike Pence (January 21, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2744.htm>

Sculptures unveiled ahead of MLK Day (January 16, 2014, WISH-TV)

<http://www.wishtv.com/news/local/sculptures-unveiled-ahead-of-mlk-day>

The dream continues: King's impact remembered with special events (1/16/2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/article_af4d453e-7edf-11e3-a932-001a4bcf887a.html

Gov. Mike Pence's 2014 State of the State (1/14/2014, Indianapolis Star)

<http://www.indystar.com/story/news/politics/2014/01/14/mike-pence-state-of-the-state-speech/4482747/>

Judge Calvin Hawkins works to keep kids in school (1/14/2014, Northwest Indiana Times)

http://www.nwitimes.com/news/local/lake/east-chicago/judge-calvin-hawkins-works-to-keep-kids-in-school/article_181aa771-5963-5b3f-b6e2-1ea36dcb33c8.html

Founder Pavilion will pay \$370,000 to settle EEOC lawsuit (1/13/2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/1-13-14.cfm>

Your ally for justice: ICRC handles tough civil rights challenges (January 9, 2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/article_3d1ee5a8-794e-11e3-bded-0019bb2963f4.html

Missouri apartment owner agrees to pay \$20,000 to resolve discrimination charge (January 8, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo.14-002

Silvercrest Center for Nursing and Rehab settles EEOC disability suit (January 8, 2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/1-8-14.cfm>

Governor Pence declares state of disaster emergency in 29 Indiana Counties (January 6, 2014, Rushville Republican)

<http://www.rushvillerepublican.com/local/x12774937/Governor-Pence-declares-state-of-disaster-emergency-in-29-Indiana-counties>

Suzanne Crouch sworn in as Indiana's new state auditor (January 3, 2014, Indianapolis Star)

<http://www.indystar.com/story/news/politics/2014/01/02/crouch-sworn-is-as-indianas-new-state-auditor/4298885/>